Army Operations Research and Analysis:

FA49 PPO Initiatives

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AGENDA

- FA49 Mission, Vision, Management
- Key Items / Issues
- Way Ahead
- Timelines and Promotion
- Planned Web Page Updates
- Questions

FA49 Mission

The Functional Area 49 (ORSA) provides the Army uniquely skilled officers who produce analysis and other analytic products (e.g., decision aids, models) to underpin decisions by leaders and managers at all levels of the Department of Defense (DOD), and to enable solutions to varied and complex strategic, operational, tactical and managerial issues.

"The FA49 officer introduces quantitative and qualitative analysis to the processes used throughout the military. The kinds of techniques that the ORSA officer applies include probability models, statistical inference, simulations, optimizations and economic models. The functional area contributes directly to personnel management, doctrine and force development, training, system acquisition and resource management, as well as peacetime and wartime operations of the force." -- DA PAM 600-3

Vision

Operations Research System Analysts will be highly skilled and operationally experienced, incorporating cutting edge technology and knowledge-based tools to add value in a constantly changing global environment. ORSAs will be an integral part of the Army leadership's decision-making process to design the force, determine resource requirements, and manage operational requirements associated with the Global War on Terrorism and transformation to

FA49 Management

Full Personnel Lifecycle Management Appro

- **Full Spectrum From Pre-accession to Post-separation**

- **Continuously Adjust the Lifecycle Model to Reshape Development Parameters IAW Army Requirements**

- **Right Job, Right Place, Right Time with Right Skill**

- **Junior Officer Involvement (Feedback and Decision Input)**

- **Strategic Communications and Mentorship**

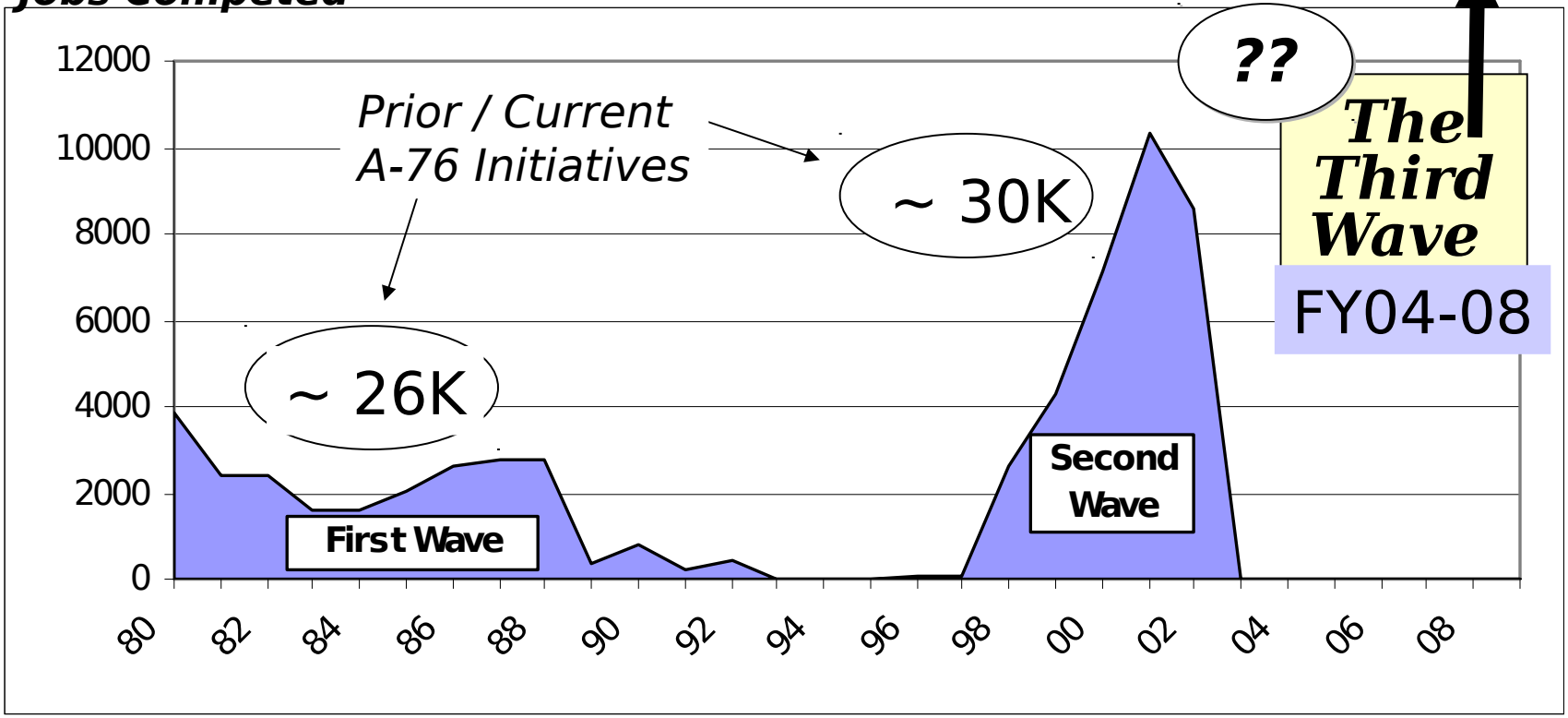
Key Items / Issues

- MIL-CIV Conversions
- ILE / Q-Course Funding / Students
- DA Pam 600-3 Update
- Div & Corps Positions
- Junior Officer Sub-committee Meeting

MIL-CIV Conversions

- Support President's Management Agenda
- Meet OSD Commitment (~77K)
- Free Resources for War on Terrorism
- Focus on Core Functions

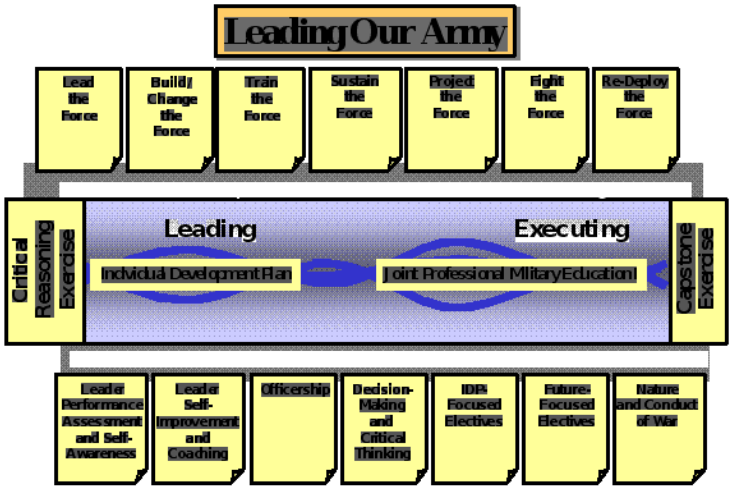
214K-Potentially "non-core"
77K- Initial Target
49K- Adjusted target



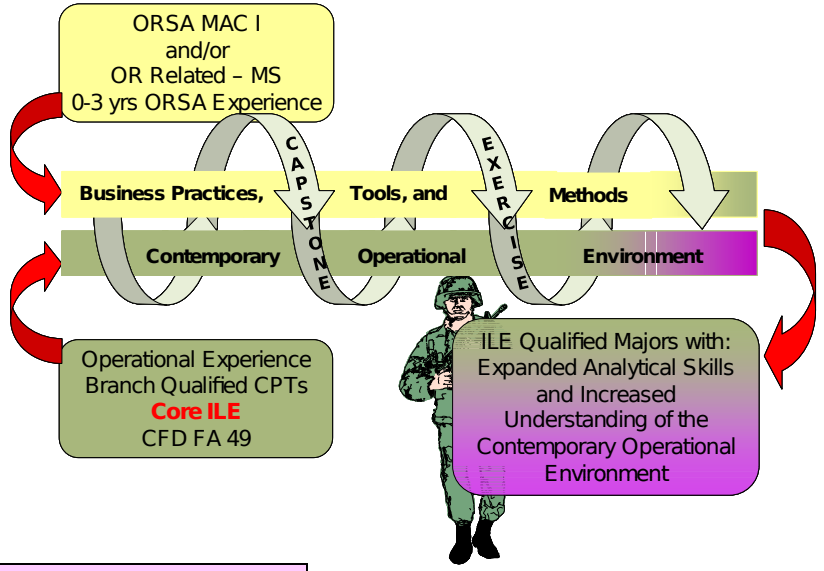
The Army must focus its energies and talents on our core competencies—functions we perform better than anyone else—and seek to obtain other needed products or services from the private sector where it makes sense." *-SecArmy Thomas White*

FA 49 Intermediate Level Education

ILE Common Core (3 Months)

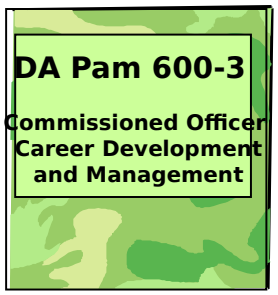


And FA 49 Qualification Course (2 Months)



- **FA 49 Qual for ILE full implementation cohorts (FY05 ~YG94 and junior)**
- **Written in to DA Pam 600-3**
- **Pilot Courses FY03 and FY04**
- **Target YG91- 93 officers for FY04 Pilot**

DA Pam 600-3 Update



FA49 Qualifications by Grade

(Main Changes Proposed in Red Text)

CPT

No Changes: No qualification requirement

↓

MAJ

24 Months in FA49 Designated Positions or 12 Mo
with ORSA-related Masters. Also MEL4 (ILE Core
FA Q-Course for full ILE implementation cohorts)
Continue to broaden FA49 experience
DIV/Corps Staff jobs encouraged
SAMS encouraged

Communication To the Field

↓

LTC

5 Years Field Grade in FA49 Designated Positions
Corps Staff Positions encouraged

Communication To Selection Boards

↓

COL

ORSA-related Masters and SSC

Division / Corps FA 49 Positio

Why do FA49s need operational experience?

Because the ever increasing complexity of the operational environment.

- *Desert Storm (Kuwait)*
- *Operation Joint Endeavor (Bosnia)*
- *Operation Joint Guard (Kosovo)*
- *Operation Enduring Freedom (Afghanistan)*

Division / Corps FA 49 Positio

Why do FA49s need operational experience?

The potential risk if FA49's operational competencies aren't maintained!

Career Field Designation

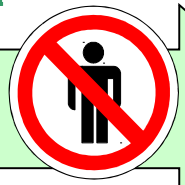
Dual Tracking

TOE Assignments

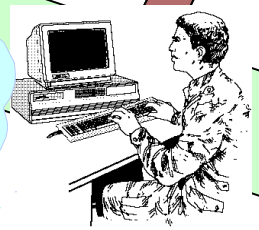
Corps/ Division Assignments

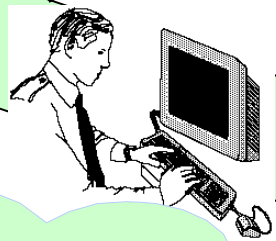
Combat Arms Immaterial Jobs

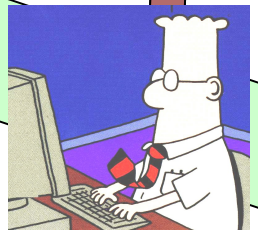
Operations Career Field



Institutional Support Career Field







The Operations Analysis Gap!

Under OPMS 3, the FA49's *operational competencies* will atrophy without relevant operational experience !

Corps and Division Positions

Analysis Concept

(From Current Force Div & Corps to the Objective Force UEs)

- Submit Concept Plan to develop Div / Corps Analysis Cells in existing Augmentation TDAs supporting AC Div / Corps H
- Establish initial assignments in III Corps and XVIII Airborne Corps; to support 82nd Abn Div, 101st AA Div, 10th Mtn Div, 1st Cav, and 4
- Bill-payers are FA49 TDA
- Complete out-of-cycle updates for FY04 documents
- Begin first assignments at Corps-level in FY 04 (summer PCS cycle)
- Submit FDU for TAA 2015 , based on results of initial assignments

Corps Analysis Cell

1 LTC, FA 49
2 Major, FA 49

Division Analysis Cell

2 Majors, FA 49

Full Implementation Impact

	LTC	MAJ	*Total*
Corps	4	8	12
Divisions	0	20	20
Total	4	28	32
TDA Balance	*138*	*197*	*335*

Based on FY 04 Projected TDA

Represents Operational Army rotation opportunities for about 10% of field grade spaces.

24 mo. assignments with intent of directly focusing analytical support capability to the commander.

Corps and Division Positions

Analytical Concept

- Officers assigned in cells to facilitate opportunity to support commands

with analytical products

- Officers will also still be staff action officers to some extent – we can not
separate ourselves too much from the staff and still expect to be treated as
integral players

- Expect typical analytical duties to be as follows:

  - Provide analysis in the areas of effects assessment, COA analysis, unit movement flow, and related resource optimization/management.
  - Apply relevant combat models to inform the deliberate planning process in a division or corps tactical operations center.

  - Apply operations research techniques (optimization, statistics, etc.) to assist in the efficient management and use of installation training centers, ranges, and maneuver training areas. (This would

Junior Officer Sub-committee

- **Purpose: Collect Input from Junior FA49s and present it to the Senior Advisory Group**

- **Conduct 2X per year**
- **10-12 officers CPT-MAJ**
- **AC, USAR, and NG**

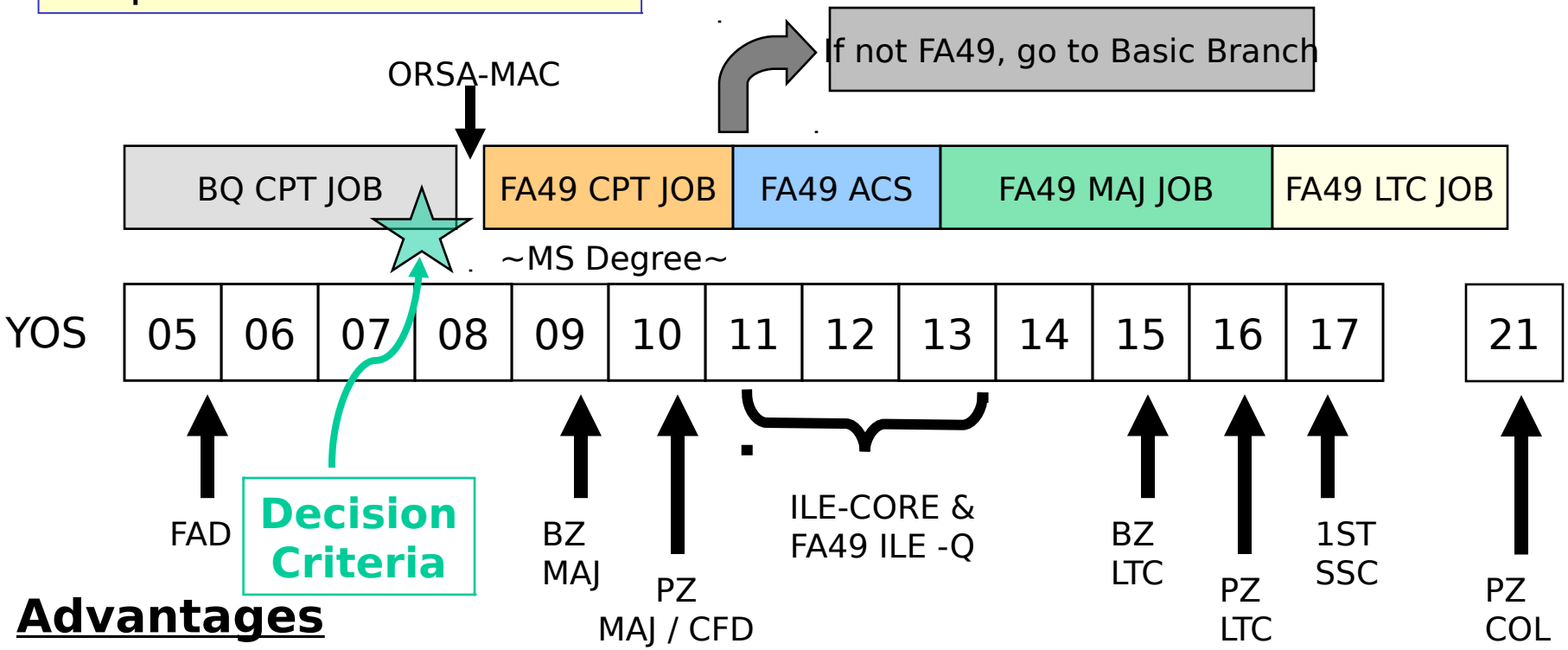
- **First session held 21 July 03 (11 Officers)**
- **Briefed ORSA Advisory Committee on 3**

Way Ahead

- Update DA Pam 600-3
- Position Review Data Call
- Letters to newly FAD FA49s
- New CFD Congratulatory/Welcome Letters
- Recruiting ROTC/USMA/CPT Career Crs
- 4th Edition FA49 Newsletter
- Div Corps Positions (out of cycle documents)

FA49 Training Timeline

Emphasis on ORSAMAC I



Advantages

-Puts a Captain into a FA49 position
-Increases % fill for CPT positions
-Increases ORSAMAC attendance
-Does not disadvantage officer if he/she doesn't CFD FA49
-Timeline permits ACS as a MAJ if didn't receive MS degree as CPT
-MORE Time for ILE Core / FA49 ILE-Q Course

FY02 COL Selection Summary

11 of 23 Officers in the Primary Zone were selected for promotion (47.8%)

2 of 22 Officers in the Below the Zone category were selected for promotion (9%)

No officers were selected from Above the Zone

	AZ	PZ	BZ	DOPMA
OSCF	5.5%	54.7%	3.6%	63.1%
ISCF	8.4%	48.0%	3.8%	59.4%
OPCF	0.9%	53.5%	3.9%	58.6%
IOCF	5.8%	48.9%	2.6%	57.4%

FY03 LTC Selection Summary

AZ 4 out of 33 eligible selected

FA49(12.1%) ISCF = 12.7% OPCF = 6.4%

PZ 36 out of 42 selected

FA49(85.7%) ISCF = 75.0% OPCF = 79.6%

BZ 4 out of 42 eligible selected

FA49 (9.5%) ISCF = 5.8% OPCF = 6.5%

The floor for FA49 was zero, so we've once again competed very well in ISCF.

3 of the 6 officers who were not selected in the PZ category for FA49 did not have MEL 4 complete. DA Pam 600-3 expressly states MEL 4 is a requirement to be considered qualified for promotion to LTC for FA49s.

FY03 SSC Selection Summary

4401 Army total eligible 338 selected (7.68%)

120 FA49 eligible 9 new officers selected (7.5%)

Selections by cohort YG:

1982 – 3

1983 – 3

1984 – 4

1985 – 1

Cohort 1986 officers who pinned on by the time the board met in early April were eligible for consideration.

Eligibility stops for officers who will have more than 276 months AFCS by SEP 30 in the FY following the year the board takes place

FY03 CFD Results

(Provided by HRC -PERSCOM)

Army Wide

83% of all officers received their 1st preference for CFD

FA49

40 officers CFD to FA49 (1st Choice satisfaction for FA49 was 75%

27 had FA49 as their 1st Choice
13 listed FA49 as their 2nd Choice

36 total officers wanted FA49 (1st Choice); 27 received it (75%), bu
9 were CFD to their basic branch *(2-AD, 1-AV, 1-FA, 2-OD, and 3-S

*NOTE: Some of the branches listed appeared to have relatively high constraints for functional area takeout –(e.g., SC and AD), wh
others had officers select CFD to FA49 from the branch (e.g., FA, AV, and OD)

FY03 ACS Results

(Provided by HRC - PERSCOM)

FA49 Funded ACS

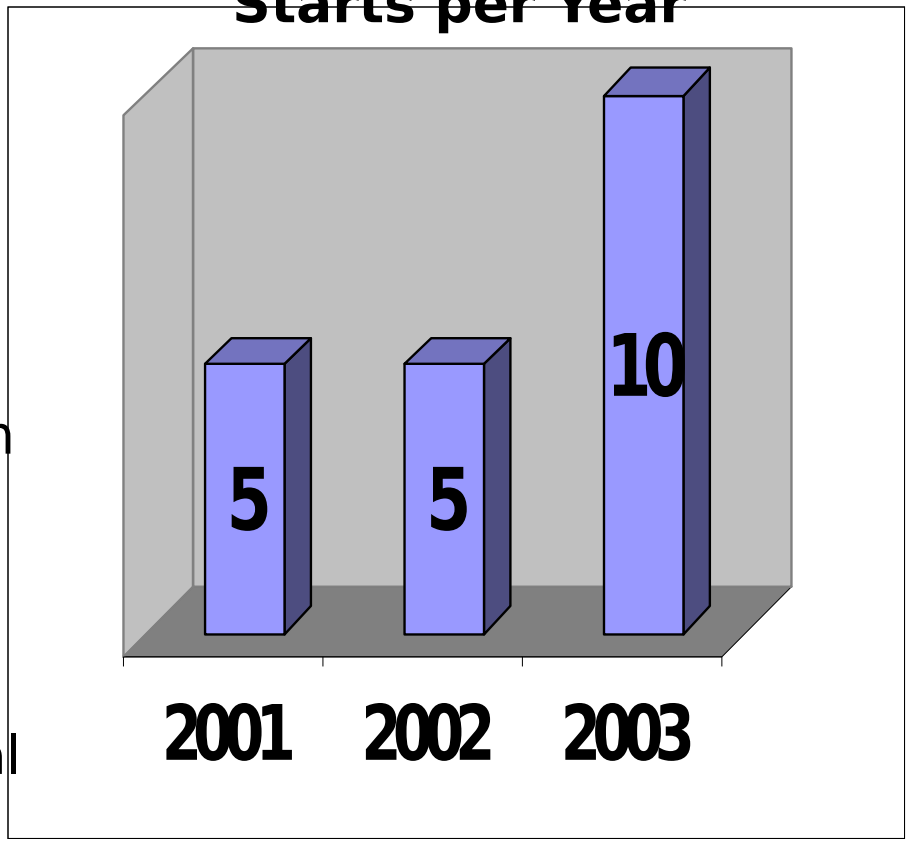
FY03 Masters Degrees

- All 10 officers O/O to NPS
- 8 newly CFDd Majors (YG92)
- 2 Captains

FY03 PhD Degrees

- 3 Officers O/O to PhD Program
  - 1 to AFIT
  - 1 to GMU
  - 1 to UT
- All three senior Majors
- Timing for PhD starts is critical
- Maintain 3 to 4 starts / year

FA49-Funded MS Degree Program Starts per Year



Web Page Planned Updates

- News on Deployed FA49s
- 4th Qtr News Letter
- FA49 History
- USAR/NG FA49 Position Briefing
- FA 49 Hall of Fame
- Position Update (PMAD with Duty Desc
- Links to sister service OR organizations

Personnel Proponent POC

FA49 Personnel Proponent Action Officers

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Important Web sites

Internet: FA49 Personnel Proponent Home Page
http://www.paed.army.mil/FA49/INDEX.HTML

Internet: PERSCOM FA49 Home Page
https://www.perscom.army.mil/opfamis/fa49.ht